

## *Approved Minutes on May 13, 2014*

### POLICE CONDUCT OVERSIGHT COMMISSION *Minutes*

#### **Regular Meeting**

April 8, 2014

Starting at 6:00

350 South Fifth Street, Room 241, Minneapolis, MN 55415

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**Commission Members Present:** Andrea Brown (Chair), Andrew Buss, Andre Dukes (Vice Chair), Al Giraud-Isaacson, Sara Rude, Jennifer Singleton, and Michael Weinbeck.

**Staff Contact:** Michael K. Browne, Director – Office of Police Conduct Review (612) 673-5500.

Chair Brown called the meeting to order at 6:09 p.m.

**Giraud-Isaacson moved to adopt the agenda with an amendment to move the Citizen's Academy presentation after public comment.**

Seconded. None opposed.

**The motion carried.**

**Buss moved to adopt meeting minutes.**

Seconded. None opposed

**The motion carried.**

#### **Public Invitation**

Public invitation is held. The following members of the public address the Commission:

- David Bicking
- William Zeich

#### **Presentation from the Minneapolis Police Department on the Citizens Academy from Luther Krueger**

*Director Browne introduced Mr. Krueger of Minneapolis Police Department Citizens Academy, who is in attendance. The following are the main points from the presentation:*

- The department is currently assisting in developing partnerships city wide, i.e. organized block clubs
- When the Citizens Academy was initiated less than 10% of the attendees were direct partners

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- In 2012, priority seating was given to block clubs and safety chairs; since that time attendees have grown to include other sectors of the community, including bar owners
- Additionally background check criteria was reduced and the department does not turn away willing participants
- The department modified program to allow participants to select specific classes, but in order to obtain a diploma the participant must complete nine out of the ten weeks of the program
- Since priority seating was provided the department has seen an increase in attendance of up to 70%

With the conclusion of the presentation Chair Brown opens the floor for discussion. With no further discussion, the Chair closes the discussion and moves to the next item on the agenda.

### **Old Business**

*Director Browne introduced Commander Jason Case of Minneapolis Police Department (MPD), who provided an overview of the MPD's Leadership and Organizational Development Division. The following are the main points from the presentation:*

- Commander Case provided an overview of the division's organizational structure, including mission statement and organizational goals with regard to efficiencies and accountability
- The MPD is working toward increasing transparency and consistency by developing and providing innovative training, performance management systems and procedures, including on-line training, and leadership coursework
- Commander Case described the division goals with regard to streamlining processes, developing yearly business plans, establishing division meetings and setting specific agendas, and disseminating information through the department in a more effective manner
- He discussed using the existing internal structures to increase flow of information in both directions while seeking feedback from all areas
- Commander Case discussed the establishment of baseline training criteria and certification needs for specialty units within the department
- He addressed the the-development and refreshing the departments webpage design and functionality

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- Commander Case discussed developing and analyzing cultural awareness throughout the department to resolve conflict and developing process to find the most beneficial and efficient training
- He stress the need to identify stakeholders and managing expectations with regard to cost and time needed to facilitate training

With the conclusion of the presentation Chair Brown opened the floor for discussion. The following is a list of the participants in the discussion and an abstract of their individual comments:

*Buss* – questioned the measurement of the transfer of knowledge between coursework and real world application and how the department would modify and re-vamp the training.

*Giraud-Isaacson* – suggested using a task force to specifically address cultural awareness training, including other organizations such as the OPCR and PCOC.

*Dukes* – suggested using focus groups to identify opportunities to look at questions that reflect the needs of various sectors throughout the community suggesting that Luther Krueger could be a good resource in addition to using the existing structures.

*Chair Brown* – asked if there is any tiered training available for more senior officers with regard to cultural awareness training.

*Rude* – asked if there is any training with regard to mental health and self-care arising from traumatic job related events.

*Weinbeck* – questioned background and development of training with regard to compliance with state laws and ensuring that coursework follows through with regard to procedure on the street, specifically dealing with accountability and dealing with gaps.

*Singleton* – suggested that the Commission assist with making suggestions and developing cultural awareness training because the research that both, the Committee and the Police Department, are engaging in overlap one another.

With no further discussion, the Chair closed the discussion and moved to the next item on the agenda.

### **New Business**

#### Contribution to the review of the Chief of Police

*Director Browne addressed the committee.* The following are the main points from the presentation:

- The department heads undergo a 360-performance review process

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- The performance reviews are conducted every two years
- The last performance review for the Minneapolis Police Chief took place in July 2013 and the next will be conducted the summer of 2015

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

### OPCR Quarterly Report

*Director Browne addressed the committee.* The following are the main points from the presentation:

- Of the OPCR's open cases, 91 closed last quarter 2013, and 85 in first quarter 2014
- The department has seen a decrease in those pending assignment, getting through the discipline system, and returning to the department
- With regard to the state of coaching, the 5<sup>th</sup> precinct took the lead in returning documents; now the 3<sup>rd</sup> and 4<sup>th</sup> precincts are joining the 5<sup>th</sup>, which indicates more than half are responding including special operations. The 1<sup>st</sup> and 2<sup>nd</sup> precinct, along with special operations, have outstanding coaching documents.
- The chief issued a ten hour suspension on a case with a recommendation of merit from the Review Panel and as a result of sustained finding of misconduct.

With the conclusion of the presentation Chair Brown opened the floor for discussion. The following is a list of the participants in the discussion and an abstract of their individual comments:

*Weinbeck* – questioned why the coaching numbers have increased so much between last quarter and the current quarter; asked if there is a coaching case sitting out there that is skewing the data.

*Singleton* – asked if there is a way of measuring mean or median for coaching cases that would eliminate the outliers to provide a better picture of the outstanding documents.

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

### Policy and Procedure Committee Report:

*Buss, the committee chair, addresses the Commission.* The following are the main points from the Chair's report:

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- Provided an overview of the information that Mr. Patrick is gathering from other jurisdictions. Commission is hearing from MPD Command staff about what is currently planned for the MPD with regard to cultural awareness
- Discussed analysis and tracking timelines in the coaching process
- Described Committee's discussion on how to disseminate coaching audit report
- Provided an overview on the Committee discussion on the cases assigned for analysis at the March 2013 Commission meeting.
- Indicated that a request was sent to the OPCR to ask Commander Case questions listed in appendix A of the committee's meeting minutes from March 2014 with regard to training, tracking, and current laws

With no further discussion on the matter, Chair Brown moves to the next item on the agenda.

### Outreach Committee Report:

*Singleton, the committee chair, addressed the Commission.* The following are the main points from the Chair's report:

- Addressed refining the strategic outreach plan, which included using press releases and scheduling the first listening session
- Discussed outreach to the various neighborhood associations in addition to meeting with precinct inspectors in a collaborative effort
- In the intermediate term, develop outreach programs specific to each precinct to identify community needs to create targeted listening with organizations
- In the long-term, develop a regular back and forth with the community and continue to work with the MPD in their outreach activities
- Addressed first listening session, potentially using the UROC facility, serving a light breakfast, providing information on the PCOC via power point presentation to highlight goals and provide an education piece
- Also indicated that Commissioner Singleton will be speaking at the next Civil Rights Commission meeting in April 2014 as the PCOC liaison
- Indicated new interactions with a transgender workgroup discussing interactions with the transgender community

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**Singleton moved to allow the PCOC to host a community listening session at a publicly accessible location June of 2014.**

Seconded. None opposed.

With no discussion on the matter, Chair Brown called for a voice vote.

There being no opposition, **the motion carried.**

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

### Rules and Governance Committee Report:

*Giraud-Isaacson, the committee chair, addressed the Commission.* The following are the main points from the Chair's report:

- Addressed potential rule recommendation changes with regard to proposed amendments and administration changes, indicating that there are eight areas assigned to the Committee, which include the following:
  - Typographical errors
  - Change the word “administrative” to “operating” to eliminate confusion with the State Administrative rules
  - Change rule eight from Sub-Committee to Committee
  - Remove “as a whole” from Rule 8, sections D and E
  - The revision of language for the process and procedure for requesting research and study
  - The allocation of due dates for action items as prescribed under Rule 10, sections B and C, and Rule 8
  - Clarification of Rule 11 (A) regarding Commission activities
  - Updating rules for public invitation per Rule 13, namely holding session either at the beginning of the meeting or at the end and whether or not to implement time limitations for comments

Commissioners discussed notice and commend proceedings. They requested information from Assistant City Attorney Fussy.

**Giraud-Isaacson moved to allow for public comment for proposed rule changes on administrative amendments to the rules.**

Seconded. None opposed.

With no discussion on the matter, Chair Brown called for a voice vote.

No discussion. None opposed.

**The motion carried.**

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### **Public Comment**

Chair Brown opened the matter of adopting the proposed rule changes for public comment. Public invitation was held. The following members of the public addressed the Commission:

- *Dave Bicking*

With no further public comment on the matter, Chair Brown closed the public comment and put the main motion on the floor for discussion.

### **Giraud-Isaacson moved to adopt the proposed amendments to the Commission administrative rules.**

Seconded.

The following is a list of the speakers during the discussion and an abstract of the points presented:

*Giraud-Isaacson* – readdressed the rule changes assigned to the Committee.

*Singleton* – clarified the Committee wanted to cover what has already been taking place with regard to research and study.

With there being no further discussion, the Chair closed with the discussion and called for a voice vote. All in favor. None opposed.

### **The motion carried.**

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

### Discussion of Case Summary Data Selected at the March 2014 Meeting:

*Commissioners proceeded to discuss Summary Data Case #2.*

- Commissioners questioned whether training is occurring in the area of conducting the actual coaching session and this is a possible opportunity for a “train the trainer” program.
- The general policies regarding stop and frisks, such as the one that occurred in this case, are already the subject of a request from Commander Jason Case. The squad camera was activated during the incident but did not capture the entire incident. Squad cameras represent a possible protective device for all parties to the incident.

### **Singleton moved to refer the issue of video devices usage to the Policy and Procedure Committee for inclusion to the issues queue.**

Seconded. None opposed.

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With there being no further discussion, the Chair closed with the discussion and called for a voice vote. All in favor. None opposed.

**The motion carried.**

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

*Commissioners discussed Summary Data Case #5.*

- The coaching audit may capture information about the issues with this particular coaching process.
- Inappropriate attitude issues were not addressed.
- The supervisor coached on things not relevant to the allegations.
- Email was sent by the supervisor to the complainant, but we have no feedback from the complainant.
- Commissioners questioned whether there is any oversight of coaching sessions, or whether or not to coach, before the document is completed.

**Weinbeck moved to refer the issue of whether or not an inspector checks off on a document before or after coaching or notification is complete to the Policy and Procedure Committee for inclusion to the issues queue.**

Seconded. None opposed.

With there being no further discussion, the Chair closed with the discussion and called for a voice vote. All in favor. None opposed.

**The motion carried.**

With no further discussion on the matter, Chair Brown moves to the next item on the agenda.

*Commissioners discussed Summary Data Case #9.*

- Commissioners wanted more information about “focus zones.” They discussed having a presenter at the next meeting explain “focus zones.”

### New Case Selection Roll Call

The Chair called for the commissioners to identify their top three case synopses choices for April 2014 and the chair asked the Committee Clerk to call the roll. The following are the votes by Commissioners:

*Dukes – 1, 2, and 7*

*Singleton – 7, 8, and 10*

*Rude – 4, 7, and 8*

*Brown – 1, 4, and 8*

*Giraud – Isaacson – 4, 7, and 10*

*Weinbeck – 4, 9, and 10*

*Buss – 7, 9, and 10*



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Chair Brown indicated the new case selections for discussion at the May 2014 meeting are **cases #4, 7, and 10** as the top picks, which were then selected by **unanimous consent of the commissioners**.

### **Adjournment**

With all of the commission's business being concluded, the chair entertained a motion:

**Buss moved to adjourn.**

Seconded. None opposed.

**The motion carried. Chair Brown adjourned the meeting at 8:43 p.m.**